

Bird



Background information

[Bird](#) is a resiliency coaching and training organisation working in the not-for-profit sector. Their founder, Hannah Massarella, worked in the not-for-profit sector for eight years, supporting female survivors of domestic abuse. Due to a lack of wellbeing infrastructure in the organisations, and a lack of understanding of the personal and emotional impact the work was taking on her, she burnt out and had to leave the sector. Thus, Bird was created to educate and support not-for-profit organisations to empower their staff to be resilient, fulfilled and well in their work.

Bird is now a team of seven facilitators and coaches, working with large and small not-for-profit organisations on areas including dealing with stress, building personal resilience, developing boundaries, mastering self-care, finding focus and mental health awareness. We work with staff in a number of ways, from 1:1 coaching, to workshop delivery to small teams, to taster sessions at staff conferences, to weekly blogs providing ongoing wellbeing and resilience support.

They believe self-care is a priority, not a luxury. They support not-for-profit organisations to look after their people so they can offer a sustainable, quality, congruent service to all their beneficiaries.

The offer under Enhance

Bird can deliver 45-minute resiliency phone coaching sessions anywhere in England and Wales. They can deliver coaching as one off sessions, or as blocks. Their coaching blocks are over three months (seven 45-minute sessions, scheduled every other week).

Bird also offers workshops on the following topics:

- Dealing with Stress
- Building Personal Resilience in a Fast-Paced World
- Mental Health Awareness
- Mastering Self-Care
- Getting Focused and Taking Action
- Boundaries and Self-Management.
- More knowledgeable and empowered clients

Outcomes:

Dealing With Stress

- The ability to recognise when the body, behaviour or emotions are telling them they're experiencing high levels of stress.
- Actionable strategies that can be implemented to support them in stressful times.
- A partner to provide them with accountability moving forward in order to continue to keep stress at bay.

Navigating Uncertainty And Dealing With Perfectionism

- Strategies to help them shift their perspective around uncertainty in order to reduce worry and increase productivity.
- An understanding that others feel uncertain and that support is key.

- A partner to provide them with accountability moving forward in order to continue navigating uncertainty with resilience.

Mental Health Awareness

- Feelings of confidence, empowerment and an ability to talk about their own mental health.
- Strategies to help themselves around mental ill health.
- An ability to support others around their mental health, boosting the organisation's mental health overall.

Mastering Self-Care

- Five key strategies they can implement to heighten their self-care.
- Feelings of empowerment to prioritise their self-care practices, knowing that it's key to them working more effectively.
- An ability to share ideas and strategies with colleagues in order to create a wider company culture of self-care.

Getting Focused And Taking Action

- Hands on experience of Bird's unique 'Finding Focus' process, applicable to any goal or challenge.
- Increased energy around a particular area of focus that they want to work on.
- Absolute clarity about next actions and an accountability partner to keep them on track.

Boundaries And Courageous Conversations

- An understanding of what their boundaries are and why they matter.
- The ability to have courageous conversations with others in order to maintain their boundaries.
- A team culture where individuals have permission to say no where necessary.

Package 1:

1:2:1 telephone coaching for up to two individuals within the charity for a three-month period. i.e. for each individual sevenx45 min coaching sessions every other week.

Package 2:

A series of three full-day (five hour) workshops plus a two hour follow up accountability session held three months after the final workshop.

Package 3:

A series of five half-day workshops plus a two hour follow up accountability session held three months after the final workshop.

Workshop groups should be minimum of four and a maximum 35 people

Charities may choose package 1 only or Package 1 + 2 or Package 1 + 3

How do I know if this provider is right for my charity?

This offer is ideal if your charity is experiencing high levels of sick leave, stress or burn out. Bird is also appropriate if there is conflict within an organisation, and

that conflict relates to staff members struggling to understand, take responsibility for, and articulate to others how they feel.

Input needed from you

Coaching support:

If your charity wants longer term coaching for clients, Bird can offer three-month or six-month coaching packages. Your charity's involvement can either be connecting Bird and the clients via email or, if your charity would like input on objectives, arranging a three-way meeting with a manager, the client and Bird before coaching begins.

Workshop support:

If your charity would like a workshop, you will need to provide a venue, AV equipment, refreshments and lunch. You will also be responsible for ensuring that your staff have capacity to attend, and for booking people into the workshop.